

**HUMAN RIGHTS COMMISSION  
FULL COMMISSION MEETING MINUTES  
November 18, 2009; 4:30 p.m.  
Council Chambers**

<b>PRESENT</b>	<b>ABSENT</b>
Akua B. Agyei	Ian Kohen
Trena Carter	Rosalind Pegram
Greg Lewis	
Tony McClendon	
Gil Palmer	
John Roberts	
Shiva Rallapalli	
John Stroh	

**STAFF PRESENT:**

Director Arlette Tinsley, Deputy Director Lorraine Smith and Secretary Lula Young.

**COMMUNITY MEMBERS PRESENT:**

Miss Oduma Agyei, Youth Mobilizers – Teens for the Betterment of Bartholomew County (TBBC) Kelsey Gower, Amber Schadenfroth and Tucker Lang Jr.

**SECRETARY'S REPORT:**

Commissioner Roberts called roll and requested any corrections or amendments to the September 2009 Minutes.

**Commissioner Lewis moved to accept the September 2009 minutes as submitted. Commissioner Stroh seconded. Motion carried.**

**TREASURER'S REPORT:**

On behalf of Commissioner Agyei, Deputy Director Smith read the Treasurer's report that as of November 13, 2009, the Donations account balance was \$6,944.80 after expenses of \$200 paid towards the Culture Shock training and \$50.00 for an advertisement in the NAACP Banquet program.

**CHAIRPERSON'S REPORT:**

No Report.

**DIRECTOR'S REPORT:**

Director Arlette Tinsley reported that in addition to completing a successful six months of facilitating the start-up of the CAMEO Organization both she and Deputy Director Smith had made other presentations in the community. Their presentations included speaking to the LBC graduating class. Director Tinsley informed Commissioners that she taught a class with Joan Poulsen at IUPUC entitled, "What's Age Got to Do With It" that received positive reviews.

The Director advised that a CAMEO representative also spoke to the LBC class as did Jack Hess. She stated Mr. Hess made a phenomenal presentation about why Columbus is different

and included an excellent history of Columbus. Director Tinsley offered to forward the materials that Jack Hess had generously made available to Commissioners.

Director Tinsley provided an office update, informing Commissioners that the Essay and Art Contest process is underway and that the topics from the previous year would be utilized. As part of her update, Arlette advised that one complaint alleging pregnancy discrimination in employment had been administratively closed as the complainant failed to cooperate and that the complainant had been informed of the formal appeals process. In addition to the closed complaint, she reported that two new complaints alleging sexual harassment in employment had been filed. Commissioners were advised that as respondents are given a specified number of days to reply to the complaint, it was yet unknown if any mediations would be scheduled.

To conclude her report, Director Tinsley informed Commissioners that she was called to complete the first task in her role as Human Resources Director by assisting with the implementation of employee layoffs and researching early retirement incentive plans.

#### **OTHER BUSINESS – Teens on Board Presentation:**

As members of Youth Mobilizers, Kelsey Gower, Tucker Lang Jr. and Amber Schadenfroh provided Commissioners with a presentation about their mission as a part of Teens on Board and 'Teens for the Betterment of Bartholomew County' (TBBC) to approach local boards and commissions about including a teen on their respective boards. The students shared the concerns of local teens that they do not have a voice in the community and that their needs are not being met by adults. Their presentation continued with a request that the Human Rights Commission appoint a teen representative. Discussion ensued.

**Commissioner Roberts made a motion that the Human Rights Commission implement the suggestion of Commissioner Carter and appoint one youth representative this year with the addition of a second representative the following year. Commissioner Agyei seconded, motion carried unanimously.**

#### **ACTION ITEM – 2010 Meeting Dates:**

Commissioners reviewed the dates for 2010 Full Commission and Executive Committee meetings.

**Commissioner Carter moved to accept the dates. Commissioner Stroh seconded. Motion carried.**

#### **ACTION ITEM – 2010 Commission Goals & Objectives:**

Director Tinsley requested the Goals and Objectives be tabled as she would like them to be more aligned with the Six Sigma plan. She went on to advise Commissioners of her plan to set aside Tuesdays as office hours for Human Resource commitments and how she plans to utilize the support of Georgia Shipley in keeping the responsibilities of Human Resources separate from Human Rights.

#### **OTHER BUSINESS:**

**NAACP DINNER:** Commissioners Palmer and Rallapalli agreed the dinner and speaker were interesting. Another point of interest was the guests were being surveyed for feedback at the end of the dinner.

**CULTURE SHOCK TRAINING:** Attending Commissioners were again impressed with the training of Tatiana Kolovou but voiced a desire to have more time set aside. Arlette advised that

the Columbus Young Professionals (CYP) are trying to work with CAMEO and CHRC to complete the 'Train the Trainer' session as it requires a minimum of 2 to 3 hours to complete.

CAMEO: Chairperson Palmer advised that he attended the second CAMEO board meeting held at Columbus Regional Hospital (CRH). The organization was provided an overview by Jim Bickel, CEO, of CRH's direction after the 2008 flood. Discussion continued and Commissioners were advised that each would receive a CAMEO membership application form and a Commission liaison appointment would be considered in the future.

#### **LIAISON UPDATES – INCLUSIVE COMMUNITY COALITION:**

Commission Stroh reported that the ICC met and have planned activities for World Aids Day on December 1 and showed Commissioners the flyer that had been posted in City Hall. He went on to advise of other future events including one planned for March 29, 2010 with Christopher Clark.

#### **LIAISON UPDATES – INTERFAITH FORUM COMMISSION:**

Commissioner Lewis advised that the Interfaith Forum met with approximately 6 – 12 people attending. He advised that the 10<sup>th</sup> Anniversary of the Commission's founding is approaching and members are looking into a 10-year celebration. Greg went on to advise that the IFFC is considering issuing an invitation to CAMEO members to make them aware of the IFFC in case any of those individuals are interested in the IFFC. He also reported that the IFFC sent a copy of the Chicago Police Department Diversity training DVD to California after learning that the Governor chose to not fund diversity training in California.

#### **ADJOURNMENT:**

**Commissioner Carter moved for adjournment. Commissioner Rallapalli seconded. Meeting adjourned.**